

Constitution for Club Cross Country

Updated in August 2020

Note: Bolded text throughout the document indicates University policy.

Article I: Purpose

The purpose of Penn State Club Cross Country is to give Penn State students of all abilities the chance to train and compete in distance running at the collegiate level without the stresses of a varsity sport, regardless of age, ancestry, color, disability or handicap, national origin, race, religious creed, sex, sexual orientation, gender identity, gender expression, veteran status, or any intersectional combination of these categories. Club Cross Country functions under the core values of inclusivity, enthusiasm, resiliency, drive, hard work, positivity, and fun.

Article II: Membership

- A) Membership in the Organization is contingent on signing the Membership Agreement.
- B) In addition to complying with membership forms required by Club Sports, Members must both sign a form electronically as specified by the Officer Board and pay dues.
- C) Before participating in any practice upon a new academic year, all Members must submit a Club Sports Participation Agreement via the appropriate online process.
- D) Upon joining in the fall, dues are \$50 for competing Members, \$40 for noncompeting Members and must be paid to the Treasurer.
- E) Upon joining in the spring, dues are reduced to \$35 for any type of Member and must be paid to the Treasurer.
- F) Dues are subject to change with the approval of all Officers and consideration of the team's future budgetary concerns.
- G) A competing Member may compete in any meet in which the Club is participating.
- H) In the event that noncompeting Members choose to become competing Members in the fall, they may pay the difference *before* they participate in their first race.
- I) The Officer Board may decide to include appropriate drop-fees for any Members failing to attend meets for which they have registered without a reasonable excuse and not revoked their attendance before the closing-registration date.
- J) As per the University Registrar, a full-time Student is defined as someone pursuing more than or equal to 12 credits as an undergraduate student, or more than or equal to 9 credits as a graduate student.
- K) An Active Member is defined as anyone found on the official club roster.
- L) **The Undergraduate Organization shall have at least 10 Active Members at all times.**
- M) **At all times, the majority (50% + 1) of all Active Members shall be full-time, officially registered Undergraduate Students at University Park.**
- N) Only currently registered students are eligible for active membership. Only Active Members may hold office, vote, preside, officiate, or solicit funds on behalf of the Organization.
- O) Only full-time Pennsylvania State University, University Park Students may compete on behalf of Club Cross Country.

- P) Exclusions to this rule may be made if a Student is completing their final semester prior to graduation, and requires less than 12 credits (undergraduate) or 9 credits (graduate) for graduation.
- Q) Membership in the Organization must be open to all Pennsylvania State University, University Park Students, Faculty, and Staff.
- R) This Organization has no restriction on the distribution of the genders of its Members.
- S) The Organization may not exclusions any Pennsylvania State University, University Park Students, Faculty, or Staff on any basis other than disciplinary cause.
- T) The newest version of the Constitution will be clearly published on the Club's official website at all times for any member or non-member to access.
- U) The Club reserves the right to expel a Member who is not following the policies of the Organization with a unanimous vote of Club Officers.

Article III: Officers and Additional Leaders

- A) **Undergraduate candidates must be full-time, officially registered Active Members to be selected as Officers at the time of the appointment or election.**
- B) Each position lasts one full year, from the moment of election or appointment until the election or appointment of a new person.
- C) **Officers may change from full-time to part-time, or vice versa, after becoming an Officer.**
- D) In the event of an unforeseen early departure from the University during an Officer's term, reference article L.
- E) There are no GPA or additional experiential requirements for anyone to run or apply for either an Officer or other Leadership position.
- F) Officer Board:
 - 1) President – Primary contact and head figure of the Club. They are responsible for planning trips, scheduling meets, coordinating Club sponsored events, and handling day-to-day activities of the Club. The President is responsible for submitting all Home Event Requests and Seminar forms to the Club Sports Program.
 - 2) Vice President – The second official ranking Member of the Club and the primary contact if the president is unavailable. The vice president works with the president to handle responsibilities listed above. The Vice President is responsible for submitting all Travel forms to the Club Sports Program.
 - 3) Treasurer – Responsible for the Club's funds. The Treasurer will be the only active Member with access to the Club's financial accounts by working directly with the Club Sports Program and ASA Office. Specifically, the Treasurer is responsible for submitting all forms for and coordinating all purchases and financial transactions. *The Treasurer must approve any decision regarding financial obligations to the Club.*
 - 4) Secretary – Responsible for updating the Club's roster, social media, official website, and merchandise. The Secretary is responsible for submitting all Merchandise and Community Service forms to the Club Sports Program.
 - 5) Race Management Chair – Responsible for coordinating the Club's annually hosted NIRCA race (i.e. the "Nittany Lion Invitational," or similar) and other races hosted by the Club such as the THAW 5K. They will be the primary Club

- contact for the building managers at Penn State, NIRCA and Penn State Track Club.
- G) The Officer Board will select additional Leaders, through an application process that will be open for a minimum of one week, including:
- 1) Workout Chairs – Design and implement the Club’s training schedule for both the cross country and track seasons. Construct the fall Nationals championship entries in collaboration with the Officer Board.
 - a) There will be 4 Workout Chairs, two male and two female.
 - b) On the construction of fall Nationals championship entries, the Workout Chairs will ultimately have the final say on who the 7 Championship entries are.
 - 2) THON Chairs – The Club’s primary contact with THON and the Club’s Four Diamonds families. They will plan and coordinate various fundraisers, solicit corporate and alumni donations, communicate with internal THON, and determine the Club’s THON dancers in collaboration with the Officer Board. THON chairs will have the final say. THON Chairs cannot be dancers or captains for the same THON year that they are chairs (regardless of captain position)
 - a) The four THON chair positions are Internal Communications Chair, Family Relations Chair, Donor and Alumni Relations Chair, and Fundraising and Finance chair.
 - b) On the selection of THON Dancers, the THON Chairs will ultimately have the final say on who the Club Cross Country THON Dancers are.
 - 3) Captains – Organize team social events that include but are not limited to Fall Banquet and Intrasquad Meet and promote team bonding.
- H) It is the responsibility of all members in leadership positions to act as leaders in all areas of the team and assist other team leaders as necessary.
- I) It is the responsibility of the Officer Board to clearly communicate the expected responsibilities to applicants for any of these Leader positions before they may accept their duties.
- 1) A description of the roles and responsibilities of each position is to be released by the Officer Board alongside the application for each position.
 - 2) A description of the selection process for each decision is to be released by the Office Board alongside the application for each position.
- J) The Officer Board may adjust the number of Leaders filling each of the above positions as they see fit.
- K) Anyone in one of these additional Leader positions has the right to resign at any time.
- L) Each Leader’s term will last until the next set of respective Leaders is chosen, or until the current Leader leaves the university.
- M) Vacancies
- 1) In the event that there is an unexpected vacancy in an Officer position, the position will be filled using the ranking system within the Club. For example, if the President position is vacated, the position below (Vice President) will have the option to take the position. This process will continue until the Race Management Chair is reached, who will decide if they want to move up. The Officer Board, after all Officers have had the chance to move up, will appoint qualified Members the remaining vacancies.

- 2) The rankings are listed above, with the exception of the Treasurer, who will remain Treasurer in any event. If the Treasurer is vacated, the remaining Officers will appoint a new Treasurer.
- 3) Members of the board will choose an interim position until an emergency election can be held.. An emergency election must be held within two weeks of the vacation of the position.
- 4) The person vacating the position must explain his or her reasoning for doing so via a published statement to the Club.
- 5) If a THON Chair, Workout Chair, or Captain vacates their position, the Officer Board may appoint a new person into that position through an application process.
- 6) An Officer may be removed from their position with the unanimous approval of the remaining Officers.
- 7) A Workout Chair, THON Chair, or Captain may be removed from their position with the unanimous approval of the Officers.

Article IV: Meetings

- A) There will be two mandatory meetings during the fall semester and one mandatory meeting during the spring semester.
 - 1) One fall meeting will be held near the beginning of the semester but after the involvement fair, and the other one will be held near the end of the semester after NIRCA Cross Country Fall Nationals to serve as the Club's Elections.
 - 2) The spring meeting will be held near the beginning of the semester but after the involvement fair.
 - 3) The current Officer Board may decide where and when these meetings will be held, as well as whether to hold any additional meetings throughout the academic year.
- B) **Adequate advance notice must be given to all active Members of any meetings.**
- C) The Officer Board may call a special meeting if they feel there is a circumstance requiring immediate attention.
- D) The Officer Board will notify all members of meetings at least 4 days prior to the meeting.
- E) The Officer Board may hold a democratic vote on any issue that they believe is in need of full consideration from the club. The outcome of the vote will be determined by guidelines established in Article V.
- F) The Officer Board will hold meetings on a weekly basis during the academic year. The time and location of each meeting is at the discretion of the Officer Board.
- G) Attendance by each Officer is mandatory for any executive or general meeting.

Article V: Voting

- A) **Only Active Members may vote.**
- B) Definitions
 - 1) Majority: 50% + 1 of Active Membership.
 - 2) Plurality: The number of votes cast for an option which receives more than any other.
- C) To hold a vote, a Majority of Active Membership must participate in voting.
- D) For an outcome to be chosen, it must receive a Plurality of votes.

- E) In the event of a tie, any options not involved in the tie will be removed, and a vote will be taken again. If there are no additional options to be removed, each option will be given the opportunity to receive votes once more, and another vote will be taken.

Article VI: Elections

- A) Voting for Officers:
- 1) Officers are defined as the positions detailed in Article III, Section F, Subsection 1-5.
 - 2) Elections will be held at the second meeting of the fall semester, after NIRCA Cross Country Nationals.
 - 3) An Active Member may only run for one Officer position during Elections.
 - 4) An Active Member shall nominate themselves to run for a particular Officer position through a form provided by the current Officer Board.
 - 5) Any Active Member may run for office regardless of past and/or current leadership position(s) on the team, or lack thereof.
 - 6) For voting to take place, the conditions of Article V must be met. Article V, Sections C and D specifically detail Voting requirements and Outcome. In the event of a tie, refer to Article V, Section E.
 - 7) **All current Officers not running for election count the votes. If each current Officer is running for another position, the Officer Board will select at least two Members who are not running for a position to count the votes instead.**
 - 8) While new Officers will assume their titles immediately, responsibilities will be shared until the end of the fall semester with the previous Officer Board.
 - 9) If an Officer Board is voted in during the fall of year X, the Club Sports Program will only officially recognize those Officers starting in the summer of year X+1, meaning the previous Officers are responsible for their designated roles with Club Sports until the termination of the academic year.

Article VII: Finances

- A) The Treasurer is in charge of finances and must approve any spending of Club monies by the Officer Board, additional Leaders, or other general Members.
- B) The Treasurer must update the Officer Board of the financial situation of the Club frequently throughout the year.
- C) The Organization will maintain an ASA account and follow appropriate ASA policies and guidelines.
- D) **All organizational funds are to be deposited and handled Cross Country exclusively through the Associate Student Activities (ASA) in 240 HUB.**
- E) **This Organization will not have any off-campus accounts.**
- F) Should the Club dissolve, any monies owed by the Club to vendors, Members, etc. will first be paid. What to do with any remaining funds will be at the discretion of the existing Officer Board.
- G) Should the Club depart from the Club Sports Program, funds existing in the Club's ASA account are at the discretion of the existing Officer Board.

- H) The Officer Board has full authority to approve any expenses necessary to run the Club. The Members give these rights to the Officer Board upon voting.

Article VIII: Amendments to the Constitution

- A) The Constitution should be reviewed by every member of the Officer Board at least once after every election cycle and revised where necessary.
- B) Any Member of the Club may propose an amendment, and the Officer Board will vote to pass it.
- C) Only a unanimous vote by the Officer Board may ratify an amendment.
- D) **All amendments are subject to approval by the Club Sports Program and the Office of Student Activities to ensure that they align with University policies and rules.**
- E) The approved amendments will take effect immediately. It is the responsibility of the President to edit the Constitution accordingly and timely.
- F) The most up-to-date version of the Constitution will always be the version published on the official club website.

Article IX: Parliamentary Authority

- A) “Robert’s Rules of Order, Newly Revised” by Sarah Corbin Roberts shall be used in all cases not covered by this constitution.

Article X: Accessibility of this Constitution

- A) **Copies of this Constitution shall be made available to anyone upon request.**
- B) The newest version of the Constitution will be clearly published on the Club’s official website at all times for any member or non-member to access.

Article XI: Advisor

- A) **This Organization must retain an Advisor at all times. The Advisor must be a full-time Faculty or Staff member at The Pennsylvania State University, (UP campus) and will be chosen by the Organization.**
- B) The Officer Board will select the Advisor.
- C) The President will be the primary contact with the Club’s Advisor and meet with the Advisor as the President sees necessary.

Article XII: Safety Considerations and Compliance

- A) Safety Considerations
- 1) **This Organization will also abide by the following safety guidelines.**
- a) **No Member will use any undue force in any contact activity.**
- b) **No Members will not use weapons in conjunction with the team’s activities unless approved by the Club Sports Program for specific activities.**
- c) **All Team members will wear proper safety equipment required for this sport.**
- d) **The team will engage in physical contact through practices, games, and scrimmages.**

- 2) **Members are required to acknowledge and abide by all of the above safety considerations, and to sign a participation waivers a condition of membership.**
- 3) All Members will complete the Club Sports Program Participation Agreement, Release of Claims, and Liability Waiver. All Members will be added to the online Club roster before participating in any physical activity with the team.
- 4) The Club will abide by the safety standards of NIRCA, its governing body.
- 5) **Any violation of stated safety guidelines is grounds for immediate dismissal from the team.**
- B) Safety Officers
 - 6) Safety Officers are defined by the Club Sports Program in the current Club Sports Manual, and serve as emergency respondents to any injuries occurring during a Club Cross Country event.
 - 7) Safety Officers must satisfy the necessary conditions as defined by the Club Sports Program and Student Affairs in order to be officially recognized as such.
 - a) May be students.
 - b) May be someone holding one of the other Officer positions.
 - c) Must provide evidence of successful completion of Adult CPR/AED and Standard First Aid from a university approved organization (American Red Cross, American Heart Association, or Emergency Care and Safety Institute).
 - d) Must sign a “Safety Officer Acceptance of Responsibility” form.
 - 8) **The team will not conduct any physical activity without the presence of approved Safety Officers. The responsibilities of the Safety Officers include:**
 - a) **Possess valid CPR/AED and Standard First Aid certifications from an approved organization.**
 - b) **Attend team practices, competitions, and activities - both home and away.**
 - c) **Check the safety of facilities and equipment before allowing members to participate.**
 - d) **Attend to injured participants in a manner consistent with the information outlined in the responding to injuries session.**
 - e) **Complete University Incident/Accident Report form for all accidents, regardless of severity and return it to the Club Sports Program Office as soon as possible following the event.**
 - f) **Call 911 when necessary.**
 - g) Complete team attendance on a daily basis and upload it to the Club’s IMLeagues site within 24 hours of the end of each practice.
 - 9) At least one Safety Officer must accompany each run during a practice.
 - 10) At least one Safety Officer must attend a competitive trip.
 - 11) The Club will have no fewer than two active Safety Officers at any time.
- C) The Club will be involved in cross country and track meets, trips, practices, and social events.
- D) **New Membership and Recruitment**
 - 12) **Any and all new Members will be given full disclosure during recruitment, including but not limited to the disclosure of the following:**
 - a) **A list of responsibilities**

- b) **A copy of the University Hazing policy, prescribed by Policies and Rules for Student Organizations. This document is available upon request by the Office of Student Activities.**
- 13) **All Members, including but not limited to new Members and Recruits, reserve the right to refrain from participating in any activities without consequence, based upon personal/religious beliefs, personal values, or moral reserve as defined by the Member.**
- E) Any and all interaction/activity between Members and/or new Members will be limited to guidelines stated by university policy, as well as local, state, and federal laws.

Article XIII: Compliance with Competitive Sports Program

- A) **This Organization shall comply with all Pennsylvania State University, Department of Campus Recreation, Division of Student Affairs and Club Sports Program regulations; and local, state, and federal laws. Violations may subject individual Club Members and/or the entire Club to sanctions up to and including dismissal from Club membership, discipline through Pennsylvania State University Judicial Affairs, and/or deactivation of the Club Sport Organization.**
- B) **The organization will accept and abide by the policies and procedures found in the Club Sports Manual and the University Code of Conduct.**
- C) **The organization understands that hazing is strictly prohibited and illegal, and the club will refrain from any hazing activities. Hazing is defined as any action or situation that recklessly or intentionally endangers the mental or physical health or safety of a student or that willfully destroys or removes public or private property for the purpose of initiation or admission into or affiliation with, or as a condition for continued membership in any recognized student organization.**
- C) **The organization understands that the consumption of alcohol is strictly prohibited at all club activities regardless of location, including but not limited to socials, parties, recruitment meetings, community service/philanthropic trips/events, and competitive trips/events, regardless of Member age. Disciplinary actions will be taken on any individual engaging in such behavior.**
- D) **Non-prescribed drugs, performance enhancing drugs, or any other substances that might be dangerous or detrimental to the participant's health, or performance as a Member of this team are also prohibited.**
- D) The Club Sports Program prohibits the use of alcohol or drug symbols, graphics, terminology or products in association with Club promotion/publicity avenues, fund-raising projects, or Club sponsored events.

Article XIV: Contact with Minors

- A) **This Organization will abide by University Policy AD-39 and AD-72.**

Article XV: Coach/Instructor

- C) The Club does not require a Coach.
- D) Reference Article III, Section G, Subsection 1 for information regarding Workout Chairs.

Article XVI: Officer Authority

- A) The Officer Board will handle any cases not specifically covered by the Constitution jointly with special reservation for the President, as the leader of the Club; and the Treasurer, who manages the finances.
- B) Travel Restrictions
 - 1) In the case that not every Member who expresses interest in attending a Club event can attend that event depending on travel, registration or monetary limitations, the Officer Board will choose the Members who will attend the event based on the following criteria,
 - a) Team presence and attendance when possible, e.g. at practice, meets, events, etc.;
 - b) Commitment to training;
 - c) Volunteership, i.e. demonstrated commitment to the improvement of the Club and its initiatives;
 - d) Racing times.
 - 2) It is up to the Officer Board to decide the weights of each criterion in their decisions.
 - 3) It is the responsibility to the Officer Board to communicate the relevance of each criterion when making decisions to the Club's Members.

Article XVII: Inter-Club Constitution with Club Track Regarding Competitions

- A) Club Cross Country and Club Track agree to the following:
- B) Club Cross Country can go to any cross country races as seen fit, racing under the banner of Club Cross Country. Club Cross Country can also freely attend any Club sponsored or NIRCA track meets under the name Club Cross Country. The Officer Boards of each Organization agree to this element of the contract indefinitely.
- C) Club Track can go to NIRCA meets, as well as DI-II-III track meets.
- D) Club Cross Country can send its runners to DI-II-III meets and NIRCA meets as a part of Club Track, so long as the following conditions are met:
- E) Club Cross Country athletes who wish to compete in Club Track upon registering for the expansion membership program, including a fee of \$20 made payable to Club Track. This fee is subject to change, and will be negotiated between the Officer Boards of Club Cross Country and Club Track. Two weeks of practices with Club Track are allowed before dues must be paid, and an athlete cannot compete prior to paying dues.
- F) Upon successfully completing dues payment, Club Cross Country athletes within the program will have access to joint club practices and access to the track 2x a week on dates previously negotiated by the two clubs
- G) Club Cross Country Members will race as one team with Club Track under the team name "Club Track".
- H) Club Cross Country Members can wear the Club Cross Country uniform tops that the competing Members already have when they compete as a part of Club Track.
- I) When Club Cross Country Members compete as a part of Club Track, meet plans including travel and lodging can be separate or together depending on the situation

and must be agreed upon by the Officer Boards in advance, at least one week prior to the travel date.

- J) Members competing with Club Track must be on the Club Track roster for reasons of liability with the Club Sports Program.
- K) Club Track athletes can also compete with club cross country in the fall. There is no fee to train with the team, however they must pay for any and all individual entry fees. Refer to Section H for transportation logistics.
- L) The above policies only affect Members of either Club Cross Country or Club Track. There is no opportunity for a person that is a Member of neither Club to participate in this fashion or under these conditions.
- M) This agreement between Club Cross Country and Club Track is subject to change at the discretion of each Club's Officer Board.

Article XVIII: Participation in the Club Sports Program

- A) Club Cross Country has been a member of the Club Sports Program since 2006.
- B) Club Cross Country will comply with all rules set forth by the Club Sports Program, including all detailed within the current Club Sports Manual.
- C) The Club will not commence practices or competitions until the Club has met its Activation requirements each academic year.
- D) Should the Officer Board seriously consider departing from the Club Sports Program, it is the responsibility of the President to conduct a meeting for all Members to inform them on the Club's situation, and hold a general vote within the next week open to all Members who attended the informational meeting. The Officer Board may reject any Member not in attendance of this meeting from voting. Majority decides the vote.
- E) In the event of a departure,
 - 1) The Officer Board is responsible for handling all of the necessary procedures in departing from the Club Sports Program.
 - 2) The Club Sports Program does not own "Club Cross Country," i.e. Club Cross Country may exist as a separate entity from the Club Sports Program. Therefore, it shall continue to have full access and domain over its previous ASA account(s).
 - 3) The Officer Board will have a new Constitution drafted before officially departing from the Club Sports Program that suffices for the Club to exist outside of the Club Sports Program but within Student Affairs.
- F) In the event of a "splitting" of the club into more than one group, (e.g. split upon the criterion of competing versus non-competing):
 - 1) Whichever group continues to belong to Club Sports will have full domain over the previous ASA account(s), and will be able to decide how the funds should be split upon the multiple groups.
 - 2) The current Officer Board is responsible for handling all of the necessary procedures in splitting to form another or more groups.

Article XIV: Diversity & Inclusion

- A) **This Organization will not discriminate on the basis of any protected category in the University Policy AD-42, including upon "age, ancestry, color, disability or**

handicap, national origin, race, religious creed, sex, sexual orientation, gender identity, or veteran status.”

- B) In addition to the above categories, this Organization will not discriminate on the basis of gender expression or any intersectional combination of these categories.
- C) None of the above categories may ever be considered in the decision making process when electing members into leadership positions, determining any race entry list, choosing THON dancers, allowing participation in Club events, or any other selective process.
- D) The Officer Board is responsible for immediately denouncing any act of discrimination, harrasment, or hate committed by a Club Member in a publicly published statement to the club, whether this action was related or unrelated to official Club activities, and whether this action was violent or nonviolent. The statement should address:
 - 1) Details of the event that occurred
 - 2) A strong and clear denunciation of such actions
 - 3) Specific actions that the Officer Board will take to prevent future acts of discrimination, harrasment, or hate within the Club
 - 4) Specific actions that the Officer Board will take to ensure the safety and support for any victims or targeted groups of such events
 - 5) Contact information for relevant student resources (Penn State Educational Equity, Center for Sexual and Gender Diversity, Counseling and Psychological Services, etc.)
 - 6) Any additional information deemed relevant by the Officer Board
- E) The Officer Board can choose to revoke membership or restrict membership (ie. limit or ban participation in competition, practice, THON events, social events, and/or other aspects of club involvement) to individuals who are perpetrators of any acts of discrimination, harrasment, or hate, whether related or unrelated to official Club activities. These actions will be effective immediately, and the duration of the decision will be determined on a case-by-case scenario by the Officer Board.
 - 1) In the event that an individual’s membership status is revoked or restricted, dues shall not be refunded to that individual and any outstanding payments must be paid by the individual in a timely manner
- F) The Officer Board will immediately initiate a meeting with any Club members who were victims of such actions if the member(s) feel comfortable meeting to discuss the event. The Officer Board will provide any and all accommodations described by the member(s) to ensure their safety and comfort within the Club.
- G) An anonymous method of reporting instances of discrimination, harrasment, and hate should always be available to members and non-members via the official Club website.
- H) The Officer Board may choose to release public statements regarding topical social, cultural, and political issues that are of relevance to the Club Cross Country and/or the Penn State communities, or otherwise deemed significant by the Officer Board.
 - 1) All public statements should align with and reflect the Club’s core values.
- I) All Club leaders should include their pronouns on the official Club website to help foster a supportive environment for gender nonconforming students.

- J) Club members may compete in races and participate in any other gender-specified Club events as the gender that best matches their gender identity.
 - 1) To allow for members to participate in NIRCA races that best match their gender identity, as per the NIRCA Inclusion Policy, the member's identity should be reported as such on the team roster.
 - 2) For non-NIRCA and non-Club hosted events (eg. marathons, half marathons, local races, etc.), the policies of the host organization will be reviewed and gender identity policies will be clearly communicated to Club members as needed. It is the responsibility of the Officer Board to ensure that all members can compete in each race as the gender they best identify with, and work with these members to provide additional accommodations where necessary.
- K) Club members may use University locker rooms and restrooms that best correspond with their gender identity, as noted by Penn State Student Affairs.
- L) The inclusivity guidelines set forth in Article XVIII are the bare minimum. It is the responsibility of every leadership role in this Organization to constantly evaluate and edit Club policies and practices to ensure that the Club is a welcoming, inclusive, and supportive environment for anyone who wishes to train and compete in distance running at the collegiate level without the stresses of a varsity sport. The Officer Board and other leaders are expected to go above and beyond these guidelines as they respond to the needs of the Club.